



C. D. "Joe" Johansen, of Salem assumed the position of Office Manager of the Oregon State Employees Association on July 1.

He had been with Allstate Insurance for six years, serving most recently as Supervisor of the Property Lines Rating Section in the Salem office. He was office manager of the Credit Bureau of McMinnville before joining Allstate.

Johansen has been a Salem resident for three years, is married and has three children.

He is a graduate of Silverton High School and took his Bachelor's Degree in Business Administration in 1953 from the University of Oregon.

## NEW MANUAL AVAILABLE

The new OSEA Manual on Policies and Procedures is available to chapter committee members and group representatives for the nominal sum of \$1.00 payable to Headquarters in Salem. The dollar includes all supplements that will be issued in the future as well as corrections.

Those participating in the Chapter Leadership Workshops and delegates to General Council have already learned the worth of this manual. It completely covers all phases of the Association's activities from the General Council to the Chapter committees.

In order to assure their most efficient use, it is suggested that chapters purchase manuals for loan to various officers during their tenure. In this way, the manuals may be passed along at no extra expense to the chapter or the members.



## OSEA'S COURSE IS CLEAR

Some 9,000 plus state employees are hurt, bewildered and apprehensive due to having received no increase in salary from the recently implemented adjustments made possible by legislative action, and announced jointly by the Civil Service Commission and the Chancellor of the System of Higher Education. These people are acutely aware that the cost of living and salary standards around them have been going up. They appreciate that their basic costs are to increase further in the form of additional taxation.

The lower income group (under \$350 a month) finds it increasingly difficult to meet the basic expenses of living. Some of the above group, and others more fortunate, who receive slightly more (but yet have to spend every dollar to buy food and basic commodities) take little comfort in the fact that they received no adjustment because the year-old survey showed they were trailing a mere five to fourteen dollars a month. This meant that they were not included in the recommendations for increases because their salaries weren't trailing a full five per cent behind comparable positions.

There is bewilderment and hurt among professors, too. The approximately three hundred professors who received no increase want to know why, in view of their understanding that a step increase had been budgeted for each professor meriting it. Still others, having received a fractional part of a normal step adjustment, wonder if they are but one fifth, two fifths or two thirds meritorious.

The Chancellors' report states that 298 academic staff members received no increase, 384 members received in excess of \$1,000 and 842 less than \$500. In this latter group are a number of full professors who received nothing, or but a fraction of the normal step increase the legislature thought it was approving. This group has not, in many instances, been given satisfactory reasons for these actions.

Unrest and uncertainty is rampant in State Service. The OSEA through its staff and regular and special committees is exploring all reported irregularities to see that the reasons for the action taken are communicated, that a basis for understanding may be had and that the affected individuals may have a more accurate base for plotting their course. This the Association must do.

J.B.D.

## CIVIL SERVICE CHANGES OVERTIME COMPENSATION

The Civil Service Commission has approved a rule change to be effective July 1, 1963, regarding overtime compensation for classified employees. Rule VII, Section 4 D has been changed as follows:

Note: Matter underlined is revised provision; matter ~~lined-out~~ is existing rule to be revised.

D. Exemptions from Overtime. The director may exempt from overtime provisions those field, inspection, protection, and enforcement positions or any other class assigned to an irregular work week wherein the adoption of regularly scheduled work hours appears to be impractical. Normally an employe whose position is allocated to a class assigned to salary range No. 18-(\$400-500) No. 19 (\$420-525) or below will be compensated either by cash or compensatory time off (subject to 4 C above) for overtime worked. An employe whose position is allocated to a class assigned to salary range ~~No. 19-(\$420-525)~~ No. 20 (\$440-550), salary range ~~No. 20-(\$440-550)~~ No. 21 (\$460-575) and salary range ~~No. 21-(\$460-575)~~ No. 22 (\$480-600) may or may not be compensated either by cash or compensatory time off (subject to 4 C above) for overtime worked at the discretion of the appointing authority subject to approval by the director. Normally an employe whose position is allocated to a class assigned to salary range ~~No. 22-(\$480-600)~~ No. 23 (\$500-625) and above will not be compensated either by cash or compensatory time off for overtime worked.

## EDITOR ILL — ISSUES COMBINED

The July issue of the "EMPLOYEE" did not hit the mails on schedule because of the month-long illness of the editor. It was decided that the July and August issues should be combined in the interests of timeliness. The monthly publication schedule will resume in September.

## District Six Picks G. C. Chairman

District 6, host of this year's General Council to be held in the Eugene Hotel on November 7, 8 and 9, has revealed the chairmen for the Association's annual meeting.

General Chairman is Helen Towne of Eugene, and assisting her are chairmen John Coates of Eugene, Page Committee; George Thomburgh of Corvallis, Public Relations Committee; Harry Canoy of Corvallis, Housing Committee and Roy Sampson of Eugene, Auditorium Committee.

Eugene is one of the finer convention cities in Oregon, and the accommodations offered by the Eugene Hotel excellent. Nonetheless, these fine chairmen have many hours of planning ahead of them.

If you are an officer, a delegate or an alternate delegate, make every effort to attend the General Council. This may well be one of the most important in the history of the Association.

You'll never regret attending it!